DOCUMENT RESUME

ED 125 708 JC 760 383

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TITLE A Plan for Establishing a Child Care Center on the Campus of Bladen Technical Institute.
PUB DATE 15 Jul 76
NOTE 17p.

EDRS PRICE MF-$0.83 HC-$1.67 Plus Postage.
DESCRIPTORS *Budgets; *Child Care Centers; *Facility Requirements; Junior Colleges; Literature Reviews; Program Planning; *Technical Institutes
IDENTIFIERS Bladen Technical Institute

ABSTRACT

This paper reviews some of the literature pertaining to the need for child care centers in postsecondary institutions, discusses the relevance of a child care center to Bladen Technical Institute (North Carolina), and proposes the establishment of a child care facility with a capacity of 29 children. The primary purposes of establishing a child care facility on the Bladen campus are to remove the obstacle to educational opportunities faced by all area adults with child care responsibilities and to raise the enrollment level at the school. The author presents plans for establishing and administering the day care program, for meeting costs, and for evaluating the center. A proposed budget and facility plan are included. (DC)

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A PLAN FOR ESTABLISHING A CHILD CARE CENTER ON THE CAMPUS OF BLADEN TECHNICAL INSTITUTE

A PAPER SUBMITTED TO DR. B. LAMAR JOHNSON
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR
ED 596-002

Prepared by Vincent Revels
July 15, 1976

JC 760 383

A PLAN FOR ESTABLISHING A CHILD CARE CENTER

ON THE CAMPUS OF BLADEN TECHNICAL INSTITUTE

Throughout America the number of working mothers is increasing. According to Ruopp [p. vii] the number of mothers who work has increased eightfold since World War II. These persons as a group have a common problem: finding a suitable place to leave thier children each day while they work. A suitable place implies one that will meet the total needs of the child and provide activities that will contribute to his overall development.

Numerous references may be found in the literature to the need working mothers have for adequate child care. Other groups also share this need with working mothers. Many mothers are not yet prepared to begin the type of employment they desire. Other mothers who are currently employed find that they must re-enter the educational process, either on a full-time or a part-time basis, to make themselves eligible for promotions they desire. However, before either of these groups can attend school, they must be assured that their children will be adequately cared for during their absence. Thus, the student mother faces the same problem as does the working mother in relation to child care.

As our society becomes more complex, employment on shifts other than the usual eight-to-five, Monday through Friday is becoming more common. When husbands find themselves employed on shifts different from that of their wives they may have the responsibility of caring for the children during this time. Another development that has tended to

involve fathers in child care is The Women's Liberation Movement. This group has considered an arrangement that allows the wife to assume the primary responsibility for meeting the financial needs of the family while the husband cares for the children.

Child care concerns everyone who has the responsibility of caring for children. This responsibility may be handled totally, or in part, by mothers, fathers, relatives, or others. The primary concern of this investigation is to examine a way of providing child care services for all those individuls who would like to attend Bladen Technical Institute but must care for children during the specific time the class[es] is scheduled.

Child Care and Day Care Defined

The term "child care" usually refers to the care of children from birth until age twelve. Subsection 110-86, paragraph [2] of chapter 110 of the North Carolina General Statutes defines day care as follows: "Day care includes any child care arrangement under which a child less than thirteen years of age receives care away from home by persons other than his parents, grandparents, guardians or full-time custodians on a regular basis for more than four hours per day when a payment, fee or grant is made for care. Paragraph [3] infers that a facility providing such services may be referred to as either a child care, or day care center. The terms child care and day care, as they are used in this paper, are in harmony with the above definition.

Purposes of the Innovation

The first sentence of the officially stated philosophy of the institution is as follows: "Bladen Technical Institute is dedicated to the

educational and cultural enrichment of the people of Bladen and surrounding counties." Many residents of the area cannot avail themselves of the offerings of the institution because they have the responsibility of caring for children. It is apparent that many residents really do not have an opportunity to attend classes or other events unless financially reasonable, quality child care services are available to them. Thus, the primary purpose of establishing a child care facility on the campus of Bladen Technical Institute is to remove a mammoth obstacle to educational opportunities faced by all adults with child care responsibilities. It is expected that the establishment of such a facility would have a beneficial effect on the enrollment of the institution in all divisions.

Bladen Technical Institute is also committed to the concept of being a community type institution and realizes that an important part of its mission is to provide community services. There are people in the area who may not wish to participate in the educational programs of the institution,but they have child care needs. The availability of a child care facility in their community will provide them an opportunity to become employed or to pursue other interest. The secondary purpose of establishing this facility would be to provide a community service.

Description of the Proposal

This paper proposes to establish a day care facility on the campus of Bladen Technical Institute. This facility will be operated by the administration of the institution. The day care center will maintain an appropriate schedule that will make its use practical for individuals attending school sponsored classes and other activities, as well as those

who are employed on a typical day schedule. A facility with a capacity of twenty-nine children is proposed. The children of students will be given first priority in the event more than twenty-nine applications are received. Provided the capacity of the center is not met with children enrolled on a regular basis, hourly sitting services will be provided. The center is to be self supporting after the initial establishment. The holiday schedule of the child care facility is to be the same as that of the institution.

Rational for the Proposal

The policies and procedures of many two year institutions would indicate that they provide equal opportunities for entering higher education to everyone. An ERIC study [ED 086 282] conducted in California indicates that the absence of adequate child care facilities in connection with the two year institution makes it less accessible for some and negates the claim of equality of opportunity. The report further suggests the establishment of low cost campus child care centers for the benefit of those individuals with child care responsibilities who wish to become students. Frankel [pp. 13-15] recognized the relevancy of child care to the two year college. Auerbach and Levine [pp. 513-514] indicate that educational institutions in a number of areas are successfully operating child care facilities and emphasize the importance of freeing adults so that they may continue their education.

The idea of operating child care facilities is not new to elements of the North Carolina Community College System. Southeastern Community College, Central Piedmont Community College, Montgomery Technical

Institute and others are providing such facilities in connection with an Early Childhood Education, or similar, curriculum. This proposal does not include a curriculum program that would utilize the facility as a laboratory. The employment of students as assistants in the center is planned as a component of the Bladen Technical Institute student aid program.

The need for child care services for working adults has been recognized by many. Evans, Saia, and Evans [p. xiv] indicate the tremendous need for competent centers to care for children while their parents work to earn a living. Many adults, however, have a need more fundamental than that of working: they need to enter a training program so that they can obtain a skill and then become employed. By providing child care services for its students and others of the community, Bladen Technical Institute will make educational opportunities available to more people. As individuals take advantage of educational opportunities, they prepare themselves for a higher level of employment and a greater degree of utilization of their talents. Thus, a child care facility for students and others ultimately serves as a boost to the general economy.

Milton [p. 70] identified a large group of potential students for community college type institutions. This group is often referred to as "new" students and includes veterans, women and the disadvantaged. Large numbers from these groups have been of little concern to post secondary institutions in the past. The "new" students, as a rule, have more needs than do the more traditional students. The ERIC study previously cited identified adequate child care as being one of the major problems for "new" students.

An additional reason for sponsoring a child care facility at Bladen

Technical Institute, or any other non-profit type organization, is the probability of providing a superior service. Several newspaper articles reviewed for this paper indicated the low standards, or lack of standards, that prevail in many private facilities. This idea was reinforced by the ERIC study previously cited and by comments made by a licensing consultant with the North Carolina State Office of Child Day Care Licensing. Zigler [p.30] listed both quality and quantity of day care facilities as being major problems in America. Public educational institutions have no profit motives and are inclined to use all receipts to build a quality program.

Relevance of the Proposal to Bladen Technical Institute.

1970 census data shows that there are 2,324 children in Bladen County less than five years old. According to the records on file in the North Carolian State Office of Child Day Care Licensing, there are seven licensed day care facilities in Bladen County with a combined capacity of 195. In addition there are six day care plans in the county with a combined capacity of 30. Zigler [p.30] indicated that approximately one half the mothers in America with children under age twelve are working. The number of adults with child care responsibilities who are not mothers makes child care services even more essential. It can be concluded that with the present facilities to care for 225 children in the county, additional facilities are needed.

Information gathered by Bladen Technical Institute indicate that many persons who would like to attend classes cannot do so because they must care for children. Additional facilities would benefit the general

populace of the area.

Perhaps the greatest need for a child care facility on the Bladen Technical Institute campus is to provide services for adults who attend evening functions of the institution. There are currently no child care services available in the county after 6:00 p. m. Persons needing child care services in the evening hours must obtain the services of a relative, friend, or baby sitter.

Zigler [p. 29], Auerbach and Levine [p. 505] agree that baby sitting, as typically done by teenagers, is much less beneficial to the child than the care provided by a good child care center. Zigler goes on to indicate that the consequence of utilizing immature teenagers to care for young children have far reaching effects: poor social development of the child and poor job performance caused by worrying about the welfare of children. Both of the above situations are of much importance to society in general.

By operating a child care facility during all the hours classes of the institution are scheduled, persons with the responsibility of caring for children will have the opportunity to take full advantage of all the institutional offerings. A facility such as has been described in this paper is needed in Bladen County and will lend itself to be operated in a manner consistent with appropriate child development. A child care center, operated on the campus of Bladen Technical Institute, would be beneficial to the institution, individuals of the area, and to society in general.

Plans for Launching the Day Care Program

It is proposed to organizationally place the child care center in the vice president's area of responsibility. A full-time day care director is to be employed and will be on duty from 7:00 a. m. until 3:00 p. m. Monday through Friday. The director will be directly responsible to the vice president. An assistant director will be responsible to the director and will be on duty from 3:00 p. m. until 10:15 p. m. Monday through Thursday and from 3:00 p. m. until 6:00 p. m. on Friday. Child care assistants will be responsibile to the director or assistant director, depending upon who is on duty during their scheduled work time.

Bladen Technical Institute has a twelve member board of trustees. The board is responsibile for establishing broad operational policy as well as approving new curriculum proposals, plans for new buildings and the like. It is important that all data pertaining to the establishment of a day care facility be presented to the board and their approval of the project secured. This would be the next step after gathering any additional data that might be identified as needed.

The fiscal affairs of this program will be transacted through the institution's county budget. The commissioners of Bladen County appropriate funds for the operation of the institution and approve monthly expenditure reports. The proposed center will be self supporting and will theoretically have a zero balance at the end of each year. However, since funds for the center will be handled through the local budget, over which the county commissioners exercise some degree of control, it is considered important to obtain the support of this group. Information including a documented need for the facility at Bladen Technical Institute, initial costs, a

center budget, projected utilization, and a summary of similar projects at other institutions should be made available to the commissioners.

Following the approval of the board of trustees and the board of county commissioners, an advisory committee should be appointed by the president. The purpose of the advisory committee is to obtain the guidance of lay persons and those familar with various aspects of operating a child care facility. A secondary purpose of the advisory committee is to produce advocates of the program who will act as ambassadors in the community. Membership on this committee will include: one person who operates a private center, one primary level public school teacher, one representative of the county social services department, and two parents of pre-school age children. The advisory committee will meet as often as necessary until the facility becomes operational, and then on a quarterly basis.

As soon as the board of trustees and the county commissioners have approved the idea of the center, The Bladen Technical Institute Architect will be given permission to begin preliminary plans for the child care building. The building will contain a minimum of thirty-five square feet per child or 1,015 square feet of open space, exclusive of the kitchen, eating area, and bathrooms. It is estimated that a building with a gross area of 1,500 square feet is needed. In addition, a 3,000 square feet fenced playground will be provided adjacent to the building.

Prior to the completion of the facility all students will be given information about the center and the services it will provide. Newspaper and radio announcements will be made to inform the general public of the services that will be available. Upon completion of the facility an open house will be held to allow people of the area to see the building and

and equipment. After the necessary inspections have been made and a state license has been obtained, the opening date will be announced.

Plans for Meeting the Cost of the Child Care Center

The facility is planned to be self-supporting. However, funds must be secured for the initial establishment of the facility. The cost of the building and playground fence has been estimated at $33,400. An additional $3,263 will be needed to equip the facility. Conversations have taken place concerning the availability of federal funds, on a matching basis, for construction projects on the campus. This project cannot proceed past the planning stage until funding for the building and equipment becomes definite.

A breakdown of cost to make the facility initially operational is as follows:

The 1,500 square foot building should be of residential type construction with few interior walls. It should con- a kitchen equipped with cabinets and a stove, one toilet with standard size fixtures, two toilets with child-size fixtures, doors opening to the outside play area, a smoke detection system, and be of sound design and construction. Estimated at $20.00 per square foot, plus ten percent for fees and contingency. 1,500 X $22.00	$33,000
Fence around playground, 3 feet high	400
Cots, 29 for day children, 15 for night children 44 X $12.00	528
10 Cribs and mattresses, 10 X $85.00	850
1 Desk	150
1 Coat rack	35*
1 storage cabinet	40*
1 Record player	60

*To be constructed by Light Construction Students.

1 Slide projector and screen	100
Toys [small and riding]	200
Tables	200
29 Child chairs, 29 X $10.00	290
4 Adult chairs, 4 X $15.00	60
Play ground equipment	200
Refrigerator	350
Other	200
Total	$36,663

The following is a listing of current expense items that could be expected to be incurred in a twelve month period.

Salaries:	
Director	$8,000.00
Assistant Director [32 hours per week at $3.50 per hour]	5,824.00
Child care assistants [two persons, five hours per day at $2.30 per hour]	5,635.00
Student child care assistants [work study] [76 hours per week at $.46 per hour X 49 weeks]	1,713.04
Employer's share of Social Security [13,824 X .06]	829.44*
Employer's share of Retirement [13,824 X .0912]	1,260.75*
Hospitalization [2 X 12 X 27.50]	660.00*
Total salaries	$23,922.23
Licensing fee [2.00 per child]	58.00
Utilities [$100.00 per month]	1200.00
Meals and snacks [$1.00 per day per day child]	7,105.00
Diaper service [$1.00 per week per infant]	490.00

* These costs will be paid for the Director and Assistant Director only.

Supplies and materials	500.00
Other	343.67
Total Current expense	$33,618.90

As indicated earlier in this paper, the child care facility will follow the same holiday schedule that the institution maintains. Bladen Technical Institute is closed a total of three weeks each year: three days at Thanksgiving, two weeks at Christmas, and two days at Easter. Thus, income and expense figures will reflect a 49 week operational period.

A schedule will be developed that will allow two student aides to be on duty from 12:00 noon until 4:00 p. m.,Monday through Friday. One student aide will be on duty from 4:00 p. m. until 10:00 p. m. Monday through Thursday and from 4:00 p. m. until 6:00 p. m. on Friday. It is expected that when day students get out of class and pick up their children, prior to 4:00 p. m., the number of children in the center will drop below twenty and will only require two persons on duty. The state law requires one staff person with up to ten children in the center, two staff persons for ten to twenty children, and three staff persons for twenty-one to twenty-nine children. In addition, two hours per day have been allowed for a student aide to prepare lunch for the children.

Most curriculum students at Bladen Technical Institute have a busy class schedule during the morning hours. For this reason two non-student aides will be hired to work in the center each morning. The aides will be paid $2.30 per hour. The student aides will be working under the work study program and will also be paid $2.30 per hour. However work study funds are provided on a twenty percent matching basis. Thus, the direct cost to the institution for work study students is $.46 per hour.

The estimated receipts for a one year period are based on the following tenative schedule:

Full-time care, This covers the period 7:00 a. m. until 6:00 p. m., five days per week. In the event a child is usually cared for less than seven hours per week, the hourly rate will apply.	$20.00 per week
Daily rate, All day service but for less than a consecutive week.	4.25 per day
Hourly sitting services, This does not include lunch	.60 per hour

Estimated first year receipts:

Full-time care	$25,480
Hourly sitting services	2,940
Evening care	5,292
Total	33,712.00

The estimated receipts as detailed above, provides an annual surplus of $93.10. These receipts are based on caring for an average of twenty-six children on a full-time basis, providing an average of twenty hours of sitting services per day, and providing three hours of child care per night, four nights per week for an average of fifteen children.

Evaluation of the Center

A part of the evaluation of the center will be to determine the degree to which it is used. Another aspect of evaluation will to determine the effect the center has on the participation in institutional activities by area residents. Statistical data will be gathered to indicate the number of individuals pursuing educational programs and the number employed who see the Bladen Technical Institute child care facility as contributing to

their current status. In other words evaluation will be in terms of how closely the facility comes to satisfying the two previously stated purposes. Answers will be sought to these questions: Is this center removing educational barriers for a significant number of people? Is it providing a service to the community? The gathering of data for evaluating the center will be handled as a part of the vice president's reporting and planning duties.

Another evaluative criteria is the center's ability to remain self-supporting. In the event the utilization drops to twenty children or less, it will become necessary to reduce the number of people working in the center. Poor ulilization during particular periods of the day will cause consideration to be given to closing the center during those periods.

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Interviews were conducted with the following individuals in preparation for the writing of this paper:

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Burgess, Jacquelyn. Licensing Consultant with the North Carolina Office of Child Day Care Licensing, Raleigh, North Carolina. Interview conducted July 8, 1976.

Lewis, Phyllis. Owner-Operator of Country Child Care, Bladenboro, North Carolina. Interview conducted July 12, 1976.

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